

Town Establishes Mutual Respect and Inclusion in the Workplace Training for All Employees and Elected Officials

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Farmingville, NY – On October 16, the Town of Brookhaven launched a new initiative to prevent workplace violence, harassment and discrimination. The “Mutual Respect and Inclusion in the Workplace” training session program is mandatory for all full-time and part-time Town employees and elected officials. It was established as part of the Town’s continuing effort to ensure equal employment opportunity based solely on an individual’s abilities and qualifications, and consistent with the guidelines issued by the Equal Employment Opportunity Commission. The Town’s own “Prohibition of Unlawful Harassment” policy includes these guidelines as well as those prohibiting sexual harassment and harassment based upon an employee’s age, race, religion, color, creed, disability or sexual orientation. The training sessions also provide employees with reporting procedures of prohibited conduct for anyone who feels that they have been a victim of harassment or anyone who has witnessed harassment in the workplace and harassment against members of the public.

“Everyone has a right to work in a safe, harassment-free environment,” said Supervisor Ed Romaine. “The Town of Brookhaven does not tolerate any behavior that constitutes harassment in any way and these training sessions will reinforce the terms of our policy so everyone can follow them without question. Those who do not conform with the policy will be met with swift disciplinary action.”

Brookhaven Town Clerk Donna Lent spearheaded the committee that brought forward the program to reinvigorate the Town’s commitment to providing a safe, inclusive place to work and receive services. “As employees of the Town, we are all public servants. It is our responsibility to ensure a secure, inclusive environment for our residents and employees,” Town Clerk Lent said.

The “Mutual Respect and Inclusion in the Workplace” sessions are administered by The Kaleidoscope Group, LLC, a full-service diversity and inclusion consulting firm committed to providing customized strategic solutions to address the specific needs of an organization’s culture. Founded in 1993, The Kaleidoscope Group is a leader in the areas of cultural change, education and organizational development. Their clients include the City of New York, North Shore University Health System, Coca Cola, Hewlett Packard, Northrop Grumman, Stamford University, Blue Cross Blue Shield and many more.

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